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*Also classified Benmar*

~~HANDICAPPED~~

~~DISABLED~~ WORKER ✓



MR. EMPLOYER

UNIT OF RECORD  
DOCUMENTS OFFICE

Remember

U.S. DEPOSITORY

When properly placed, the handicapped worker becomes an *able* employee who stands on his own feet, does a full day's work, and supports himself and his family.

THE PRESIDENT'S COMMITTEE  
ON EMPLOYMENT OF THE  
PHYSICALLY HANDICAPPED  
Washington 25, D.C.



We ask employers who do not include the handicapped in their hiring programs to *try just one*. Select him carefully and place him properly on the basis of his ability to do the work that has to be done. I am certain that his performance on the job will cause you to want more qualified handicapped workers.

Maj. Gen. MELVIN J. MAAS, *USMCR Ret.*  
*Chairman, President's Committee*

## START TODAY, Mr. Employer

as these employers did yesterday:

### Sears, Roebuck & Co.—their policy:

“Persons with physical handicaps should be considered for employment on the basis of their capability for a particular job. Handicaps which do not interfere with the performance of a job should not disqualify for employment—provided these handicaps do not constitute an undue hazard to the company or to the employee.”

### General Electric Co.—their policy:

“The purpose of the medical examination is to determine the capability of workers to engage in the type of work they are about to undertake. The goal should be full utilization of manpower consistent with the best interest of the worker and the company. Careful consideration should be given to the health and safety of the worker and his associates, having in mind his training and experience, his personality, his physical handicaps, and a clear-cut understanding of his job demands.”

Join the many industrialists and businessmen throughout the country who have proved to themselves that the qualified, well-selected, and properly placed handicapped worker is a stable employee—a good safety risk—a quality producer.

## THIS IS HOW:

- Adopt the policy that an individual's *ability*, and not his disability, should be the first consideration in determining his capacity for employment, and
- Translate this policy into action at the hiring and supervisory levels through:

**SELECTIVE PLACEMENT** hiring and assignment which places the emphasis on ability in relation to the work that needs to be done.

**INFORMED MEDICAL ASSISTANCE** which places the preemployment physical evaluation in its proper perspective—as a medical device to encourage selective placement.

**ADEQUATE SAFETY MEASURES** which protect all employees and result in the handicapped having fewer disabling injuries than unimpaired workers when exposed to the same work hazards.



It's Good Business to  
**HIRE THE  
HANDICAPPED**



# HERE'S WHAT THEY SAID IN 1961 . . .

"For many years the NAM has advocated and stimulated the adoption by industry of hiring practices based on the principle that the employment of people and their assignment to jobs should be determined by matching the individual's qualifications and skills with the requirements of job openings. We advocate that no arbitrary limitations to employment be set up on the basis of physical handicaps."

J. W. MCGOVERN, *President,*  
*National Association of Manufacturers.*

"The progress of medical science has made it possible for almost every victim of a handicap to fill a useful place. That progress must be strongly supplemented by better rehabilitation services, intensified placement efforts, improved workmen's compensation laws, and—most important—closer partnership between labor and management."

GEORGE MEANY, *President,*  
*AFL-CIO.*

"In view of the excellent overall record of the handicapped in job performance, attendance and interest, their impressive safety experience, and their general attitude toward their work, it is a matter of self-interest and good business practice for the forward-looking employer to obtain the very real benefits which can accrue from a nondiscriminatory employment policy—a policy based on the principle that an individual's abilities, and not his disabilities, should be the first consideration in determining his capacity for employment."

FRANK G. ARMSTRONG, *Vice President, Personnel,*  
*Burroughs Corp.*

"Workmen's compensation carriers are in favor of the employment of so-called handicapped people. Contrary to what many people think, we do not make statements that they should not be employed. As a matter of fact, we advocate their employment, assist in their rehabilitation, and assist in their being placed in jobs that they may fill."

J. W. SWEITZER, *President,*  
*Employers Mutuals of Wausau, Wisconsin.*